

„Entreprise survey as a tool for identification of skill needs“

Czech republic

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Purposes of enterprise surveys implementation

- ALMP development at the regional level
- Research and analysis applicable in curricula development
- Provision of information useful for the guidance system development
- Provision of information useful for business sector (hiring, HRD in enterprises)

Enterprises surveys provided by labour offices

- **Aim:** monitoring of short-term developments at regional labour market (planning of ALMP: requalification courses, focused programmes,).
- **Methodology:** Monitoring is based on Employment law but there is no unified methodological approach. The scope and quality of monitoring are different in individual regions according to analytical needs (high x low unemployment, region with few large employers x region with developed SMEs sector, etc.) and according to the quality and interest of LO staff.
- **Mostly:** 1 page questionnaire, basic data on hiring-firing broken down by groups of population/target groups (youth, older workers, disabled, foreigners, employees by educational level, professional groups).
- **The best labour offices:** regular multi year forecast, qualification needs information structured by KZAM, ISCED

Enterprises surveys provided by labour offices

Conclusions:

- **Strengths:** regular survey twice a year, forecast for 0,5 – 1 year period
- **Weaknesses:** regional dimension; few information on qualification needs; LO do not have capacity for comprehensive enterprises monitoring
- **Opportunities:** Labour Market Institute – support for PES in communication with employers

Enterprise surveys provided in the frame of regional projects

RISA, RESA – piloting of regional information portals on employment, situation of school graduates at the regional labour market, employers demand, educational programmes offer.

RESA – Moravia-Silesia region – questionnaire on current situation and 1 year forecast (hiring-firing, missing professions following individual economic sectors and KZAM groups – 4 digit structure, required competencies, HRD in enterprises)

Regional economic chambers – South Bohemia, Vysočina, etc..
Ad hoc surveys.

Conclusions:

- Regional dimension
- Differences between regions according to the provider and purpose of the research
- Ad hoc provision

Enterprise surveys provided in the frame of pilot projects – nation wide

NOZV – surveys are provided Ad hoc according to the aim of the projects

- **Period of anticipation:** current situation or short and medium term predictions
- **Content:** questionnaires were focused on further education, qualification gaps and labour shortages
- **Further development of surveys:** ITP project (Labour Market Institute) – qualitative forecasts on future developments in individual sectors – monitoring of short and medium employers needs concerning qualifications and professions should be part of the forecasting system.

Enterprise surveys provided in the frame of pilot projects – nation wide

NUOV – ISA surveys are provided periodically in a two year period in different economic sectors (Industry, Tertiary sector, Quarter sector is planned for the next survey).

- **Content:** Questionnaire gathers information useful especially for education system (curriculum development, structure of education programmes): employers satisfaction with the quality of school leavers (required competences), labour shortages (missing professions), skill gaps, cooperation between enterprises and schools, employers attitude towards fresh schools leavers, etc.)
- **Period of anticipation:** current situation

CVTS 3 survey – focused on HRD in enterprises. There is a possibility to add national questions. Discussions with the Eurostat about possible enlargement of the questionnaire.

Conclusions concerning the situation in the Czech Republic

- Several ad hoc surveys, some of them are repeating,
- Surveys at regional level prevail, there are only few surveys at national level – mismatch of different surveys brings on a danger of possible overlaps – enterprises are reluctant to answer many questionnaires - there could be synergic effects
- Very different methodologies used however the core blocs of questionnaire are quite similar: need of qualifications, need of professions, hiring-firing
- Results of different surveys are analysed/used by providers/organisers only – therefore there is a limited scope of information use

Conclusions concerning the situation in the Czech Republic

- Cooperation and data sharing could bring effects:
- Cost efficiency
- Higher response rate because the enterprises would be not burdened by questionnaires
- More comprehensive results unable larger scope of data for analysis
- More specialised analytical capacities can be used
- Comparability with European trends

THANK YOU FOR YOUR ATTENTION

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